

**TENNESSEE DEPARTMENT OF EDUCATION
STATE MANDATED MINIMUM SALARY SCHEDULE
SUPERINTENDENTS/DIRECTORS
Effective July 1, 2005 - 1% Salary Increase**

YEARS OF EXPERIENCE		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
DESCRIPTION OF TRAINING		Subject to Appropriation															
<u>DOCTORATE</u>																	
	County Superintendents/Directors	48,975	50,050	51,130	52,205	53,285	54,350	55,425	56,505	57,585	58,650	59,855	60,930	62,000	63,080	64,150	65,225
	City/Special School District Superintendents/Directors	34,285	35,005	35,720	36,560	37,275	38,100	38,830	39,545	40,380	41,095	41,810	42,645	43,365	44,080	44,920	45,635
<u>EDUCATION SPECIALIST</u>																	
	County Superintendents/Directors	46,235	47,310	48,385	49,460	50,530	51,605	52,690	53,760	54,950	56,025	57,105	58,175	59,250	60,325	61,405	62,480
	City/Special School District Superintendents/Directors	32,375	33,090	33,810	34,650	35,360	36,200	36,910	37,630	38,465	39,185	39,900	40,740	41,450	42,290	43,005	43,730
<u>MASTER'S + 30 SEMESTER HOURS</u>																	
	County Superintendents/Directors	45,635	46,705	47,790	48,975	50,050	51,130	52,205	53,285	54,350	55,425	56,505	57,585	58,650	59,855	60,930	62,000
	City/Special School District Superintendents/Directors	32,015	32,735	33,445	34,285	35,005	35,720	36,560	37,275	38,100	38,830	39,545	40,380	41,095	41,810	42,645	43,365
<u>MASTER</u>																	
	County Superintendents/Directors	44,565	45,635	46,705	47,790	48,975	50,050	51,130	52,205	53,285	54,350	55,425	56,505	57,585	58,650	59,855	60,930
	City/Special School District Superintendents/Directors	31,190	32,015	32,735	33,445	34,285	35,005	35,720	36,560	37,275	38,100	38,830	39,545	40,380	41,095	41,810	42,645
<u>BACHELOR</u>																	
	County Superintendents/Directors	43,485	44,565	45,635	46,705	47,790	48,975	50,050	51,130	52,205	53,285	54,350	55,425	56,505	57,585	58,650	59,855
	City/Special School District Superintendents/Directors	30,455	31,190	32,015	32,735	33,445	34,285	35,005	35,720	36,560	37,275	38,100	38,830	39,545	40,380	41,095	41,810

Notes:

- (1) To the superintendents' state mandated minimum base salary add: \$3.64 per ADM based on the following steps:
 - (a) ADM is rounded to the nearest 100 up to a maximum of 5,500.
 - (b) Deduct 300 from rounded ADM to determine eligible ADM.
- (2) Superintendents' Total Compensation:
 - (a) Is defined as all compensation paid by LEA, regardless of source or purpose.
 - (b) Must be equal to or greater than the amount determined by the State Mandated Minimum Salaries.
 - (c) Systems with salaries above the State Mandated Minimum Salaries are not required to raise salaries.